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Human resources management

Report of the Secretary-General on the activities of the Office of Internal Oversight Services

Possible discrimination due to nationality, race, sex, religion and language in recruitment, promotion and placement

Note by the Secretary-General*

The Secretary-General has the honour to transmit to the General Assembly the comments of the Joint Inspection Unit on the report of the Office of Internal Oversight Services on possible discrimination due to nationality, race, sex, religion and language in recruitment, promotion and placement (A/56/956).

* This report was delayed, due to the fact that the report of the Office of Internal Oversight Services itself was issued late.

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I. Background

1. Pursuant to paragraph 5 (e) (iii) of General Assembly resolution 48/218 B of 29 July 1994, the Joint Inspection Unit presents its comments on the report of the Office of Internal Oversight Services on possible discrimination due to nationality, race, sex, religion and language in recruitment, promotion and placement, contained in document A/56/956, which was issued in accordance with General Assembly resolution 55/258 of 14 June 2001.

2. The Unit noted that the stated objectives of the report of the Office of Internal Oversight Services were to determine whether (a) trends and indicators point to the presence of systematic discrimination based on regional groupings, gender or language in the recruitment, placement or promotion process in the Organization; (b) the Organization's rules, regulations, policies and procedures are effective in preventing discrimination based on nationality, gender or language; and (c) the Organization's mechanisms for handling complaints of alleged discrimination are effective and transparent.

3. Compared with the terms of reference set by the General Assembly in resolution 55/258, and as explained in paragraph 4 of the report, the scope of the inspection by the Office of Internal Oversight Services encompassed possible discrimination based on nationality under the umbrella of regional groupings, on gender and on language. It did not deal, however, with possible discrimination due to race or religion, considering that while staff members are routinely asked to indicate their nationality, sex and mother tongue, they are not asked for information regarding either race or religion, as it could be discriminatory to do so.

4. The Unit noted further the definition given in paragraph 7 of the report, as drawn from the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination against Women and the Equality Conventions of the International Labour Organization (ILO). That definition is as follows:

> *Discrimination is defined as any distinction, restriction, exclusion or preference based on race, sex, religion, nationality or language which has the effect of nullifying or impairing equality of opportunity or treatment in recruitment, placement or promotion.*

II. Comments on the issue of discrimination due to race

5. In section V, paragraph 3, of its resolution 53/221 of 7 April 1999, the General Assembly had requested the Secretary-General, "as a matter of priority, to ascertain whether racial discrimination exists in recruitment". In paragraphs 62 to 66 of the report on the composition of the Secretariat submitted accordingly by the Secretary-General (A/55/427), the Assembly was informed that the Joint Advisory Committee working group formed in 1998 to examine the issue "found it impossible to make any observations supported by evidence as the Secretariat does not record the 'race' of individual staff members". Upon its consideration of the report, the Assembly requested nonetheless an inspection by the Office of Internal Oversight Services on the issue in its resolution 55/258.

6. As mentioned in paragraphs 64 and 65 of the above-mentioned report of the Secretary-General, the Secretariat's understanding of and approach to the issue was to ascertain whether racial discrimination existed "as a systemic problem, from the point of recruitment throughout the career of staff". The fact that the race of its staff members is not kept on record was found by the Secretariat to be a major impediment in conducting the exercise.

7. Although the absence of official records on the race of staff members does constitute a serious limitation, it should be pointed out that, quite often, allegations of racial discrimination in the workplace are made by complainants from visible minorities whose faces are as good an indicator of racial or ethnic origin as any written record. Notwithstanding the lack of such records at the World Bank, the Office of Internal Oversight Services, in its report, acknowledged, in paragraph 88, that "as part of its continuing effort to address concerns of racial discrimination, the President of the World Bank commissioned a study in 1997 to assess the situation and prepare recommendations". Issues addressed by the Bank included reluctance to file grievances and fear of possible retaliation. From its own analysis of a Staff Council survey conducted in 2001 in New York, the

Office of Internal Oversight Services also mentioned that "it was the view of many respondents that the mechanisms to deal with complaints of discrimination in the Organization were inadequate and lacked independence" and that several respondents "expressed feelings of futility and fear of reprisal and retaliation if they chose to use the complaint mechanisms" (see A/56/956, para. 74). The Unit notes that the World Bank approach to the issue led the Bank's President to make a public statement in April 1998, in which he announced a "zero tolerance" policy on racial discrimination and the establishment of a position of Senior Adviser for Racial Equality.

8. In the absence of further indications as to whether the situation in the World Bank was isolated, it may not be advisable to side-step the issue and consider that similar problems do not exist or are very marginal in the Secretariat of the United Nations. Judging from General Assembly resolutions 53/221 and 55/258, one can only deduce that issues related to possible discrimination due to race appear to be of repeated concern to Member States.

9. In the opinion of the Inspectors, **the Secretariat may gain more insight on the question of possible racial discrimination in recruitment, promotion and placement by taking fuller advantage of the experience of the World Bank and by assessing further in particular why current mechanisms appear not to be trusted by respondents to the Staff Council survey and why there is a reluctance to file grievances for fear of retaliation. Exit interviews conducted by the Office of Human Resources Management for staff resigning from the Organization may also serve as a channel to check whether any form of discrimination was among the reasons to quit. Such an exercise has to be conducted in close cooperation with staff representatives.** Racial discrimination whether it exists as a systemic problem — which is seldom the case — or under other subtler forms should not be condoned in any manner and a "zero tolerance" policy should be indeed the rule as advocated by the World Bank. **In due course, such a policy could be explicitly incorporated in Secretary-General's bulletin on discrimination proposed by the Office of Internal Oversight Services in paragraph 97 of its report, as it would be in line with the Secretary-General's commitment to ensure "that discrimination is not tolerated in the Organization and that any such allegations will be promptly addressed" (A/56/956, para. 2 of the Note by the Secretary-General).**

III. Difficulty in defining discrimination due to language

A. The expectations of the Office of Internal Oversight Services and the Joint Inspection Unit

10. The issue of possible discrimination due to language is referred to in paragraphs 38 to 40 of the report by the Office of Internal Oversight Services. The Office had anticipated using, on the one hand, the data from the Integrated Management Information System (IMIS) on the mother tongue of staff and, on the other hand, the results of a detailed questionnaire sent in early September 2001 by the Joint Inspection Unit to all secretariats of its participating organizations in preparation for its own report on multilingualism in the United Nations system. Unfortunately, of 14,905 staff members' files in IMIS, only 1,200 records were found by the Office of Internal Oversight Services to contain information on their mother tongue, thus making impossible any analysis or correlation. In addition, at the time the Office of Internal Oversight Services finalized its report, the Office of Human Resources Management had not yet replied to parts of the Joint Inspection Unit questionnaire dealing with human resources management issues.

11. For instance, secretariats were asked the following groups of questions in the questionnaire:

(a) Not counting language posts, what are the ground rules on language requirements for posts advertised in vacancy announcements and do such rules vary according to the category of personnel sought? To what extent do factors such as the specific department or unit concerned, duty station, language in which the supervisor is proficient, tailored requirements to suit an already identified candidate, etc., play a role in the choice of languages stated as requirements in the vacancy announcements?

(b) To what extent does proficiency in more that one official or working language bear on staff mobility? Are staff members outposted at the field level required to be proficient in the official language

of the host country whether or not the language is one of the official languages of the Organization?

(c) Where staff members have been recruited on the basis of specified language requirements and work in a language in which their supervisors are not proficient, to what extent does their performance appraisal by such supervisors guarantee fairness and equity? Have such situations eventually resulted in grievances brought to litigation? Give details.

(d) Are there cases where knowledge of a single official or working language has constituted eventually an impediment to promotion and career development? Where proficiency in a second or several other languages is required or considered an asset, is there nonetheless a waiver policy to take into account other factors at the discretion of the executive head?

12. At the time of the writing of its own comments on the report of the Office of Internal Oversight Services, the Unit had still not received the contribution expected from the Office of Human Resources Management, despite several reminders. Replies received from other organizations did not delve at length into the particular issue of grievances based on language. However, the Food and Agriculture Organization of the United Nations (FAO) did indicate in connection with question (c) above that a conflict had arisen over a supervisor's demand for a particular language skill where the concerned employee felt that the demand was unreasonable based on the nature of the work. That case is under review by the legal advisory group. In the absence of a contribution from the Office of Human Resources Management to its questionnaire, the Unit would like to indicate areas where there may be a potential for discrimination due to language, granted that there is a common understanding of what constitutes such discrimination in the context of the United Nations.

B. Framework governing the use of languages in the Secretariat

13. It should be recalled that the framework governing the employment of staff and the use of languages in the Secretariat is defined by:

(a) The Charter of the United Nations, Article 101.3 of which provides that "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity" and that "Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible." While no reference is made in the Charter itself in relation to languages used by the Secretariat, the need to secure the highest standards of efficiency and to pay due regard to geographical distribution have obvious implications on language requirements;

(b) Resolutions of the General Assembly on multilingualism, human resources management and related issues having a bearing on proficiency in the working languages of the Secretariat and in the other official languages of the Organization. Besides English and French, which were mandated as the two working languages of the Secretariat by the General Assembly in its resolution 2 (I) of 1 February 1946, in subsequent resolutions, the Assembly would later add Spanish, Russian and Arabic respectively as a third working language in the secretariats of the Economic Commission for Latin America and the Caribbean (ECLAC), the Economic Commission for Europe (ECE) and the Economic and Social Commission for Western Asia (ESCWA). In resolution 2480 B (XXIII) of 21 December 1968 and other pertinent resolutions approved since then, with a view to ensuring a linguistic balance within the Organization, the Assembly requested the Secretary-General, inter alia, (a) to set, as a minimum requirement at the moment of recruitment, the ability to use one of the working languages of the Secretariat or one of the working languages of another United Nations organ for staff working for that organ and whose tenure of appointment does not exceed two years; (b) to encourage staff through language incentives to have an adequate and confirmed knowledge of a second official language; and (c) to ensure that the use of another official language is duly encouraged and taken into account, particularly when promotions and incremental steps are under consideration;

(c) Administrative issuances by the Secretary-General on the basis of guidelines from resolutions of the General Assembly. Those issuances include Secretary-General's bulletin ST/SGB/201, dated 8 July 1983, in which the Secretary-General recalled the applicable working languages within the Secretariat as detailed above. Stressing that it had been the long-standing policy of the Organization to encourage all staff members to become proficient in more than one

official language, the Secretary-General emphasized the importance that he attached to that objective and to the respect for the equal status of the working languages. He instructed therefore that, "within the secretariat as a whole, each staff member should be free to use in his written communications either English or French, at his or her option" and that " no impediment is to be placed by anyone to this policy, which is to be extended within the regional commissions ... to the use of the respective additional working language".

C. Need to clarify what is meant by discrimination due to language

14. Drawing from the definition of discrimination referred to in paragraph 7 of the Office of Internal Oversight Services report, as quoted above in paragraph 4, a definition of discrimination based on language would read as follows:

> Discrimination due to language is defined as any distinction, restriction, exclusion or preference based on language which has the effect of nullifying or impairing equality of opportunity or treatment in recruitment, placement or promotion.

15. Assessing the extent to which such a definition is fully applicable to the Secretariat of the United Nations may lead to diverging interpretations in particular if the objective, as mentioned by the Office of Internal Oversight Services, is to determine whether the Organization's rules, regulations, policies and procedures are effective in preventing discrimination based on language. The main difficulty hinges on the relative weight to be granted to language in relation to the overall policies and practices governing recruitment, placement and promotion. This difficulty is compounded by the fact that adequate knowledge of a language does not necessarily entail its usage in the workplace.

IV. Areas where there may be a potential for discrimination

A. Vacancy announcements

16. The table in annex I contains samples of vacancy announcements selected at random by the Joint Inspection Unit and from which requirements for languages may be categorized as follows:

(a) One specified working language only (English, French, Spanish);

(b) Either one of the working languages (English or French);

(c) Two working languages (English/French; English/Spanish; Arabic/English);

(d) Either of the above, with fluency in another language considered an asset, be it an official United Nations language or the language of the host country.

17. Each case in the sampling could be considered to some degree to be a "distinction, restriction, exclusion or preference based on language which has the effect of nullifying or impairing equality of opportunity or treatment in recruitment." Some candidates may consider that a requirement for one specified working language is discriminatory, as it gives preference to that language over the remaining working language(s). Others may feel unduly excluded and denied equal opportunity when two working languages are required, particularly when neither of these is their mother tongue or main language of education. Those who are fluent only in the one working language known to be the lingua franca of the Secretariat could feel excluded for not being proficient in a second working language which, for all practical purposes, is seldom used in the daily work. Some others may feel discriminated against when requirements include a language which is neither a working language nor an official language of the Organization.

18. From their perspective, managers concerned by the same vacancies can all find a rationale behind each case in the samples: requirements of the particular post or duty station; repeated requests from the General Assembly to grant equal treatment to all working languages of the Secretariat; necessity to ensure that the efficiency of staff recruited is not impaired by lack of proficiency in the language mostly used in their future work environment; limited resources for special language training needs, etc.

19. In general, vacancy announcements are issued in English and French (or in Spanish and English at ECLAC), and are available both in hard copies and on the Internet. As electronic application is increasingly used, the risk of discrimination may be real if the application is available in only one language or when

posting is not done simultaneously in the prescribed languages. In that connection, the Unit notes from paragraph 11 of the 2001 report of the Secretary-General on multilingualism (A/56/656) that the Office of Human Resources Management has initiated the Galaxy Project "to further the use of all working languages and increase the percentage of French-speaking staff". The new system will partially automate the generation of vacancy announcements, as well as the preliminary screening of applications provided in electronic format. It became operational in the second quarter of 2002 only in English but not yet in French. Vacancies checked on Galaxy at mid-August 2002 had expiry deadlines which were still valid (end-August to mid-October 2002), while all those posted on the French web site of the Office of Human Resources Management had expired deadlines (May and June 2002) and could thus mislead a potential candidate to believe that there are no current vacant posts. In addition, vacancies for jobs related to peacekeeping operations were listed on the web site of that department (http://www.un.org/Depts/dpko/field/), which is so far accessible only in English. **Equal opportunity should entail that information on vacancies is posted simultaneously in the working languages.**

20. The Galaxy Project may be well intentioned in its objective to increase the percentage of French-speaking staff, but the emphasis put on French and the silence on specific actions geared to the other working languages at the regional level cast some doubts on whether the new system can further the use of "all working languages" within the Secretariat as a whole. In that regard, the Joint Inspection Unit checked on Galaxy two recent vacancy announcements for posts in ECLAC[1] and ESCWA,[2] respectively, and noted that the standard format of vacancy announcement made reference to the fact that "English and French are the two official working languages of the United Nations". **As a matter of principle, equal treatment of "all working languages" should entail that for vacancies in ECE, ECLAC and ESCWA, information is provided in their three working languages. At a minimum, the standard format found on Galaxy should at least make reference to Arabic, Russian, and Spanish, respectively, as a third working language of the concerned Commission.**

B. The mother tongue issue

21. Annex II contains samples of vacancies for General Service posts for which English or French is required as the mother tongue. Such a requirement was usually found for positions in the linguistic units. If applied sensu stricto, the requirement could prove discriminatory against all those who cannot claim to have these languages as their mother tongue, but who have been well educated in the concerned languages, either by choice or as a result of their country being former colonies. With changing lifestyles, in some other cases, a "mother tongue" should be more aptly called a "father tongue". **Whatever the initial rationale behind the requirement of a mother tongue as proof of assumed fluency, it is very questionable today and serious consideration should be given to replacing it wherever applicable by the expression "main language of education". Some vacancies do already use that terminology and this should be reflected accordingly in the recommendation contained in paragraph 101 of the report by the Office of Internal Oversight Services whereby it is proposed that executive offices undertake a project to verify and input to IMIS data on the mother tongue of their staff.**

C. Unequal opportunities for the use of languages in the work environment

22. After the issuance of Secretary-General's bulletin ST/SGB/201, the Secretary-General emphasized once more in a follow-up bulletin (ST/SGB/212, dated 24 September 1985), the importance he attached to "ensuring a linguistic balance among staff members of the Secretariat" and reiterated the policy regarding the use of the working languages as set out in ST/SGB/201. He also admitted that the policy, "although well established, is not fully put into practice," and while reaffirming it, encouraged "those staff members throughout the Secretariat whose principal language is French, or who prefer to work in that language, to use French in all official communications". No reference was made in Secretary-General's bulletin ST/SGB/212 to Spanish, Russian and Arabic as additional working languages mandated for ECLAC, ECE and ESCWA. It may be assumed however that the encouragement to use French is also applicable mutatis mutandis to those additional

working languages in the concerned regional Commissions.

23. Both Secretary-General's bulletins ST/SGB/201 and ST/SGB/212 continue to be the ongoing official policy. It is symptomatic that these two administrative issuances emphasizing equal status for the working languages of the Secretariat and encouraging staff to use French are accessible online only in English, both on the Official Document System (ODS) and in the Human Resources Handbook issued by the Office of Human Resources Management in 2001 and so far available in English only. Compared with the situation prevailing in 1983 and 1985, and notwithstanding the stated policy, there is a clear trend in many parts of the Secretariat of the United Nations and of other system organizations to use mostly English as the main, if not the only, working language.

24. According to the report of the Secretary-General on multilingualism cited above in paragraph 19, "the English language largely prevails within the Secretariat at Headquarters in New York and the United Nations Office at Nairobi, whereas other languages, such as French, Spanish and Arabic, are widely used, and may even prevail, in the day-to-day work of the United Nations Office at Geneva, the Economic and Social Commission for Latin America and the Caribbean at Santiago, and the Economic and Social Commission for Western Asia at Beirut, respectively. English is also the language favoured for working purposes at the United Nations Office at Vienna (see A/56/656, para. 10). That may be true, depending on the parameters used. On the basis of the percentage of documents issued in an original language, the Unit found that, in 2000, the ratios at the United Nations Office at Geneva were, respectively, 76.5 per cent for English, 12.8 per cent for French, 4.2 per cent for bilingual English/French, and 6.5 per cent for Other. In ECLAC, Spanish used to be largely predominant, but the use of English is rapidly increasing.

25. The most important aspect in the language situation prevailing in different duty stations is the extent to which it can provide an equal opportunity to all staff members while there is no legislative requirement for them to be proficient in more than one working language. For practical reasons and irrespective of duty stations, there are some functions in which most of the work has to be done in English because databases such as IMIS are available only in that language. In two vacancy announcements for a Finance and Budget Officer at the P-3 level[3] and a Senior Accountant at the P-5 level,[4] the related language requirements were "fluency in spoken and written English or French", with knowledge of a second official United Nations language considered an advantage. As the required core competencies included solid experience with "complex computerized accounting systems, such as IMIS", lack of proficiency in English could be a serious impediment to the recruitment of a potential candidate otherwise technically qualified.

26. Access to all the Intranet systems within the Secretariat of the United Nations is available only in English, except for the United Nations Office at Geneva (English and French), whereas it is available in the International Labour Organization in three languages (English, French, and Spanish) and in the United Nations Educational, Scientific and Cultural Organization, the World Meteorological Organization and the Universal Postal Union in two languages (English and French). Consequently, from the Headquarters Intranet and with the notable exception of the Office of Internal Oversight Services Investigation Manual, which is available in both English and French, all other manuals found online are accessible only in English, including the Human Resource Handbook, as already mentioned, the Procurement Manual, the Office of Internal Oversight Services Inspection Manual or the United Nations Joint Staff Pension Fund Guidelines for Internal Control Standards. Most other databases are also in English. In other words, from recruitment to retirement, most staff members of the Organization have almost no other choice than to be proficient in English or at least to have a working knowledge of it if they want to take full advantage of online information, databases and research tools. Not surprisingly, the language of original texts of reports is overwhelmingly in English and the poor quality of drafts in that language is becoming a serious problem for translators.

27. It should be recognized that, within available resources, the Secretary-General has sought to promote a more balanced use of the working languages, but using a multilingual workforce is increasingly becoming a real challenge for the Secretariat. Other secretariats in the United Nations system are faced with the same challenge and some are moving towards a requirement of a minimum of two languages at entry level. In FAO for instance, the Director-General indicated in the *Programme Implementation Report for*

1998-1999[5] that the language requirements in vacancy announcements during that biennium were respectively one language (10 per cent), two languages (87 per cent) and three languages (3 per cent). More importantly, making databases and research tools available in more than one language is being considered as a top priority in some secretariats.

28. In many resolutions dealing with the use of languages, the General Assembly has stressed the importance it attaches to issues such as "linguistic balance" and "equal treatment of the working languages", but their full implication, particularly in the management of human resources and in the context of a results-based budget approach, may need further in-depth review. **A meaningful assessment of possible discrimination due to language, as requested in resolution 55/258, would be feasible or greatly facilitated if the Assembly were to provide in that regard additional guidance to the Secretariat as to whether any of its current practices establishes a distinction, restriction, exclusion or preference based on language that could be qualified as discrimination.**

Notes

[1] Vacancy announcement number 02-HRE-ECLAC-300336-R-SANTIAGO.

[2] Vacancy announcement number 02-ECO-ESCWA-300361-R-BEIRUT.

[3] Vacancy announcement number 02-FIN-OCHA-300259-R-NEW YORK.

[4] Vacancy announcement number 02-FIN-DM-300160-R-NEW YORK.

[5] Food and Agriculture Organization of the United Nations, *Programme Implementation Report 1998-1999*. C 2001/8 and Corr.1 and Rev.1.

Annex I

Samples of vacancy announcements and related language requirements

Department/office	*Duty station*	*Post title/level*	*Language requirements*	*Vacancy number*
Department of Management	NY	Computer Information Systems Officer, P-5	Fluency in written and spoken English essential; fluency in one or more official UN languages highly desirable	02-D-DOM-002551-E-NY
Department of Management	NY	Finance Officer, Treasury, P-4	Proficiency in English required; additional languages such as French or Arabic highly desirable	02-F-DOM-002616-E-NY
Department of Political Affairs	NY	Political Affairs Officer, P-5	Excellent command of English and French required	02-?-DPA-002594-E-NY
Department of Economic and Social Affairs	NY	Economic Affairs Officer, P-4	Fluency in English or French; ability to write reports in English required; knowledge of at least one other official or language of a transition economy desirable	02-E-ESA-002475-E-NY
Department of Economic and Social Affairs	NY	Economic Affairs Officer, P-4	Fluency in English or French required. Proficiency in other UN official languages desirable	02-E-ESA-002550-E-NY
Office of Legal Affairs	NY	Senior Legal Officer, P-5	A complete and precise knowledge of written and spoken English or French, with proficiency in another UN language highly desirable	01-L-OLA-001959-E-NY
Department of Public Information	Bonn	Director, UNIC, P-5	Fluency in English and/or French is required; a good working knowledge of German is also required	02-I-DPI-002552-E-BN
United Nations Conference on Trade and Development	Geneva	Senior Expert, L-5	Fluency in English. Knowledge of other official UN languages desirable	2002-04-02-L5
United Nations Conference on Trade and Development	Geneva	Senior Expert, L-5	Fluency in English, with proven drafting ability	2002-04-01-L6
Economic and Social Commission for Western Asia	Beirut	Chief, Budget/ Finance Section, P-5	Good command of English or French. Knowledge of Arabic desirable	02-F-ECW-OX2252-E-BE
Economic and Social Commission for Western Asia	Beirut	Chief, Admin. Services, D-1	English is essential. Arabic is desirable. Proficiency in any other language used in the Organization is an asset.	02-F-ECW-OX2252-E-BE
Economic and Social Commission for Western Asia	Beirut	Special Assistant, P-4	Fluency in Arabic and English. Working knowledge of French highly desirable	02-E-ECW-0X2268-E-BE
Economic Commission for Africa	Addis Ababa	IMIS Coordinator, P-4	English required; working knowledge of French highly desirable (E version) English or French required; working knowledge of the other (F version)	01-D-ECA-00X2124-E-AA

Department/office	*Duty station*	*Post title/level*	*Language requirements*	*Vacancy number*
Economic Commission for Latin America and the Caribbean	Santiago	Chief, Division, D-1	Fluency in Spanish and English is essential. Working knowledge of French would be an asset	02-E-ECL-0X2270-E-SC
Economic Commission for Latin America and the Caribbean	Santiago	Chief, Unit, P-4	Perfect command of Spanish and English essential/excellent knowledge of one of the other official languages highly desirable	02-I-ECL-0X2261-E-SC

Annex II

Vacancies and the mother tongue issue

Department/office	*Duty station*	*Post title/level*[a]	*Language requirements*[a]	*Vacancy number*
United Nations Office at Geneva	Geneva	French Language Service, Assistant/text processor, G-5	French mother tongue and working knowledge of another official UN language	02/GS/INT/401097
United Nations Office at Geneva	Geneva	English Language Service, Assistant/text processor, G-5	English mother tongue and working knowledge of another official UN language	02/GS/INT/401046
United Nations Office at Geneva	Geneva	Spanish Language Service, Supervisor, Text Processing Unit, G-7	Excellent written and spoken command of an official UN language (according to the language group), proficiency in English or French	02/GS/INT/401098

[a] These vacancies were available only in French.